



Vermont Northern Lights Career Development Center has a number of documents related to early childhood professional development all of which can be found on the Northern lights website:
<http://www.northernlightscdc.org>.

The documents and their descriptions are as follows:

[Core Competencies for Early Childhood Professionals](#) (revised 2008)

This document details the five Core Knowledge areas, their subheadings and the competencies within them. Based on the six steps of Vermont's Early Childhood Career Ladder, the first three levels (entry level through Associates Degree) are detailed with examples of how a practitioner would demonstrate the competency. The Level I and II competencies align with the standard curricula used in Vermont. The Levels IV and V align with the Bachelor and Master degree, respectively, as well as teacher licensure with early childhood related endorsements. The Core Knowledge areas and subheadings at this level align with the professional content areas for the endorsement. The document also describes the uses of competencies, how they relate to program and child learning standards, and includes a glossary and references. The competencies for level I-III are formatted as a table, and can also be used as a self-assessment tool, which can be completed on line and printed.

[Core Competencies for Afterschool professionals](#) (2007)

These competencies are for professionals working with children ages five to 12 in diverse settings outside of school hours, including before and after school programs, summer programs, and community based recreation and enrichment programs. The same five Core Knowledge Areas as in the early childhood competencies, are used with subheadings. The competencies are broken into three levels: entry, intermediate and advanced/administrative. The competencies are formatted as a table and can also be used as a self-assessment tool which can be completed on line and printed. These competencies form the basis for the Vermont Afterschool Professional Credential and Certificate.

[Vermont Early Childhood Family Mental Health \(ECFMH\) Competencies for professionals](#) (2007)

These competencies are for professionals either working with young children ages birth to eight and their families, or administering such programs. They align with the Vermont Department of Education content for early childhood and early childhood licensure with special education endorsement and are integrated into the Higher Education Collaboration - early childhood coursework. These competencies are an extension of the early childhood Core Competencies cited above. There are six Domains (or Knowledge Areas), each of which is included in the four Levels (foundation to specialist). The competencies align with a number of professional development curricula used in the state including Touch Points, Second Step, CSEFEL and others. The document's introduction details the field of early childhood family mental health, the principles behind it and the uses of the competencies.

[Program Director Competencies for Early Childhood and Afterschool Professionals](#) (coming in 2009)

The newest competency document is an extension of both the early childhood and afterschool core competencies. It describes competencies for program directors working in various settings, including infant toddler programs, family childcare, center based programs, afterschool settings. The competencies are organized into each of the five Core Knowledge areas, with the most competencies listed under the Core Knowledge area: Professionalism and Program Organization. The booklet is formatted to enable participants to use the competencies as a self assessment tool with examples of the competencies in practice. The competencies are the foundation of the Vermont Program Director Credential for early childhood and afterschool professionals.

Early Childhood Career Advising Guide (2006, reprinted 2008)

This document provides information, resources and testimony for each step of the six levels in the Northern Lights Career Ladder. Also included is the Career Lattice, aligning the ladder to child care licensing regulations, the core competencies and work settings. The resources and information are also available as an interactive site on the Northern Lights website

Planning Your Professional Growth (creating Individual Professional Development Plans) (2006, reprinted 2008)

This document provides information, forms and guidance on creating an Individual Professional Development Plan using one of three formats: the five Vermont Northern Lights Core Knowledge Areas, the eight Child Development Associate (CDA) credential subject areas, and the Vermont Department of Education professional standards. An introduction includes information on using a mentor to guide your professional development. On the website, are completed examples for each of the different formats, as well as fill-able formats.

Contact the Northern Lights Career Development Center office to obtain hard copies of these documents, as available.